

Reina Bach

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- MA Industrial and Organizational Psychology, BA Industrial Engineering
- Leadership Coaching Certification – Georgetown University (ICF Certified Program), Board Certified Coach – Center for Credentialing and Education
- Adjunct Executive Coach at The Center for Creative Leadership
- Certified Image Consultant – Association of Image Consultants International



Reina has worked with a variety of corporations, executive teams and government organizations in the United States, the UK and Asia. She specializes in leadership development, organizational change, program management and executive coaching to C-Level with over 20 years of people development experience. Reina applies a variety of best practices from the behavioral sciences and leverages her expertise to enhance individual and organizational productivity in the areas of (*partial list*):

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| - Executive Team Building | - Emotional Intelligence | - Change Management |
| - Inspiring Vision Into Action | - Executive Presence | - Conflict Management |
| - Developing Others Through Coaching | - Building Trust | - Communicating for Impact |
| - Leading Into the Future | - Strategic Thinking | - Resilience |

Reina has worked with companies in several industries, including aviation, high-tech, financial services, energy, healthcare, manufacturing and engineering. As the Head of Human Resources for a telecommunications software company, Reina reduced turnover from 42% to 24%. She also designed and implemented a new performance management system, incorporating both objectives-based and development-based components. While at Oracle, Reina performed a talent acquisition assessment and subsequently designed and launched an internal talent management program. She also managed a global project to implement a competency-based selection system. Some of her corporate clients include: Jeppesen, Avaya, Kohler Company, CH2M Hill, Merck and Ball Corporation. Her executive coaching clients are located across the globe, including Germany, Italy, Poland, Belgium and South Korea. She has delivered onsite training programs in Singapore, Hong Kong, Hungary and Scotland and facilitated online classes with participants located in many other countries.

Reina has worked with many Federal government agencies. As a human capital consultant working with The Office of Personnel Management, she provided strategic talent consulting and change management services to The Department of Homeland Security (DHS), facilitating the transformation of 22 Federal agencies into one National Security organization. Areas of consultation included succession planning, leadership development, workforce planning, performance management and HR accountability systems. Reina has worked with a number of other Federal agencies including: Department of Justice, Department of Labor (OIG, Office of the Solicitor, ODEP), National Security Agency, Securities and Exchange Commission, National Institutes of Health, Environmental Protection Agency, Internal Revenue Service and The International Monetary Fund. She has also coached, managed and facilitated both custom and open enrollment leadership development programs for OPM's WMDC, EMDC and FEI and had an opportunity to work with employees of many other Federal agencies

Reina earned a MA in Industrial and Organizational Psychology at the University of Colorado, a BA in Engineering and a minor in Computer Science from Lafayette College, as well as a Grande Diploma from the prestigious French Culinary Institute in New York. Reina is an adjunct faculty member at The Center for Creative Leadership, and is a Certified Leadership Coach through both Georgetown University and The Center for Creative Leadership. Reina is certified to administer a number of 360- and self-assessment instruments including 360 By Design (CCL), OPM 360, Voices 360, MBTI, FIRO-B, Bar-On EQi, EQ360 and TESI, along with other instruments she uses in her practice. She is currently in the process of conducting empirical research with Colorado State University on the impact of "leader joy level" on organizational outcomes such as employee engagement, satisfaction, engagement and innovation.

Reina is an effective speaker and facilitator, incorporating her varied experience in the performing arts. She is a pragmatic optimist who enjoys international travel, photography, and gourmet cooking. Reina is a Certified Sommelier through the International Wine Guild.